

PERSONALITY DEVELOPMENT WITH SOFT SKILLS

G. VINOD KUMAR

*Assistant Professor, English Department of Basic Sciences and Humanities Vignan Institute of
Technology and Science, Deshmukhi, Pochampally Mandal, Nalgonda, Telangana, India*

ABSTRACT

With the growth of technology taking place at a missile's pace, many things have changed the approach and life style of a person. This era is urging the human beings to update according to the pace. Most of the discoveries in this period show how the world has become a virtual village. One has to move according to the trends of the period. This is an era where one finds cut throat competition in any field. The need of the hour is to capitalize on the skills and get updated. This era witnessed the need for more skills and soft skills are one of them.

When the world has become mostly materialistic, there is a need to have a corner for personality development. Because human beings have to live like human beings and be treated as they have to be.

The revolutionary smart phones have replaced many things which existed for many years' i.e, wrist watch, alarm clock, calendar, and camera and so on. In this process see that it should not replace human beings.

KEYWORDS: Update, Skills, Approach, Personality, Smart Phone Revolution & Materialistic

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INTRODUCTION

Personality is to Man What Perfume is to Flower- Charles Sehwab

One's social values, interpersonal relationship, problem solving ability etc., incorporate the personality of a human being.

According to the **Oxford dictionary** the meaning of personality is given as 'The combination of characteristics or qualities that form an individual's distinctive character'

According to the **Oxford dictionary** soft skills refer to Personal attributes that enable someone to interact effectively and harmoniously with other people.

Hard skills on the other hand are those skills which are complimentary to soft skills. These skills are trainable like teaching academics, practical knowledge and so on. All these hard skills are taught in schools and colleges. In one way, these skills stand for excellence in academics.

The Best and Most Beautiful Things Can't Be Seen or Touched. They must be felt with the Heart- Helen Keller

Soft skills or people skills are not a new concept. They are inbuilt traits but the problem is that we are not cognizant of the skills which are existing within us. We need to explore the skills and update them according to the tunes of the situation.

They are called people skills because they are completely based on maintaining robust harmony with others, be it a work place or any place.

Dr.B.V.Pattabhiram, a renowned Psychiatrist maintains that soft skills cannot be seen, they will be felt. He compares the soft skills with a Compact Disc (CD), where the Physical presence of the CD is Hardware; the stuff inside which we can see only when played is soft ware. The same way the physical appearance of a person is hardware and the software is the kind of nature a person possess like intelligence, spontaneity, anger, fear and so on.

Academics are important but the same are skills for the survival in the cut throat competitive world. In the wake of Globalization the world has become a virtual village. There are no boundaries for knowledge, trade, and economy and so on.

Soft skills are beyond academics. Here is a well known story between an educated person and an uneducated but skilled person.

The educated person gets into the boat and the conversation takes place with the boat man

Educated person wanted to show his knowledge and asked him

Educated: Do you know about the Ramayana?

Uneducated: No sir

Educated: Don't you know about the Ramayana? 25 per cent of your life is waste

Educated Person: Do you know about the Mahabharata at least?

Uneducated: No sir

Educated: Don't you know about the Mahabharata? 50 per cent of your life is waste

After reaching a certain distance the boat was unsteady and the uneducated person asked the educated

Uneducated: Do you know swimming, sir?

Educated: No

Uneducated: Don't you know how to swim? 100 per cent of our life is waste.

From the above narrated story we can observe that academics are important but skills are also equally important.

These soft skills cannot be learnt in any text books it is our own experience which teaches us the practical skills.

Soft skills have become a buzz word in the present corporate world and the importance cannot be over looked. Soft skills and hard skills or technical skills are complimentary to each other. As we achieve mastery over our language the same is with soft skills. One has to learn about these skills from the situations and the surroundings around one self. Mostly one can learn soft skills from parents, teachers and some of the personalities they have come across.

Soft skills build an individual's personality and it is reflected in any work and behavior of the person.

Every year several lakh of students get out of their engineering and turn out to be professional and get placed in top notch industries like Microsoft, Infosys, TCS, Wipro, etc., most of the students could not get into their dream jobs because lack of soft skills, especially communication skills and attitudinal constraints. In most of the colleges there is scarcity of well qualified faculty and the problem gets arise from here. Even though the students have amazing ranks and percentage in marks he students lack in communication skills.

We Have Two Ears and One Mouth So that we can listen twice as Much as We Speak. Epictetus

Communication skills are the most desired skills for the present day generation. Communication is not just enough, what makes the difference is effective communication. In a person's total communication 55% contributes to non verbal communication, 38% to verbal communication and hardly 7% to content. Communication also refers to listening and speaking.

Most of the influential personalities are graced with the flair of effective communication. Some of them to be mentioned are Nelson Mandela, Abraham Lincoln and so on.

As most of the organizations prefer team work and synergy, the management is looking at the candidates who possess natural abilities like team building skills; decision making, interpersonal skills and time management are some of the most sought after qualities.

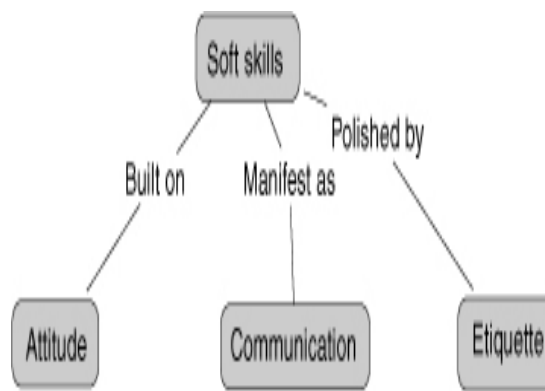


Figure 1

Soft skills are multi dimensional. The role of soft skills cannot be overruled in any one's life. Whether a person is educated or uneducated soft skills are important. These skills distinguish one from others. The skills include communication skills, decision making, goal setting, establishing rapport, team spirit and team building skills, attitude, and creativity and so on. The skills are so vast that they can't be put on a paper.

The Greatest Discovery of My Generation is that Human Beings Can Alter their Lives by Altering their Attitudes of Mind- William James, Harvard University

Attitude plays a share of around 85 per cent in one's success according to the study attributed to the Harvard University. Success depends mostly on attitude.

To become a successful person one has to maintain a positive attitude in one's life. Setbacks are inevitable in everybody's life. It depends on us how we receive and respond to it. It is the bouncing back ability which helps a person to succeed and emerge as winner.

Some of the great buildings have a strong foundation, as foundation is for building, so as attitude to a person's success.

Attitude is the way of thinking and receiving the situation. If a person is an optimist, he/ she will view the things in a bright way and one who fails in the attempts, curses fate and the society which shows the pessimistic nature of a person.

A person with a positive attitude is a person to watch for all the seasons. There will be no difference in terms of their work. Innovation in the field brings about a lot of change.

The World is the Great Gymnasium where we come to make ourselves Strong. Swami Vivekananda

Sixty Years Ago I Knew Everything; Now I Know Nothing; Education is a Progressive Discovery of Our Own Ignorance- Will Durant

In the fast growing age of science and technology it is very important to update ourselves with the latest skills. One should keep themselves abreast of latest developments and stay plugged to the modern world. If we do not update ourselves, we will become outdated. Hence it is more advisable to get updated. It may be tough but to stay in the race of survival one has to go a long way.

The Greatest Glory in Living Lies Not In Never Falling, but in Rising Every Time we Fall – Nelson Mandela

Japan serves as the epitome of perseverance. Japan rose like a phoenix from the ashes and is able to compete with the advanced countries. No one expected Japan to this position after the atomic bombs were dropped on the cities of Japan, i.e, Hiroshima and Nagasaki.

Many of the organizations and several state governments are providing various personality development programmes and soft skills development programmes like TASK(Telangana Association for Skill and knowledge), The Art of Living etc., As a result budding professionals and young talent came to the fore. Recently, children between the age group of 20 to 23 have developed apps and they went viral. It is to promote entrepreneurship among the unemployed.

Try Not to Become a Success, but Rather Try to Become a Man of value- Albert Einstein

Skills are important for success but in that process we should not forget values. Character plays a key role in shaping one's persona. It is a bundle of traits which make you a better person. Personality development refers to personal integrity of an individual like honesty, responsibility, effective communication which does not hurt any one's feelings, body language and accountability.

Gratitude is a token of expressing thanks for the help that is bestowed on us. It seems to be a simple term to say thanks, please, excuse me, etc., but the impact which it yields shows what kind of behavior a person possess and displays one's personality.

Sometimes we ignore the services of our subordinates and look them down them. The subordinates directly or indirectly contribute in one's saga of success. Even a warm smile at them produces a sense of importance and recognition.

In the past when joint families existed there was no problem of counseling. The present youth is facing the dearth of counseling from the ancestors.

Soft skills and personality development are inter - related in a way that through personality To shape one's soft skills, family, parents, teachers and educational institutions play a pivotal role.

Etiquette is earlier formed in the home where the parents are the first teachers and home is the first place of education. Such kind of ambience should prevail where a kid is taken proper care and bringing them up in a right prospective. Our etiquette displays what kind of personality we are and the kind of values we possess.

Right from eating to interacting with others our etiquette is conveyed. The social behavior and social consciousness also project the persona of an individual.

Over all a person's soft skills shape personality development of the person. It has to be nurtured in a positive way and for the well being of the society. If the citizen is good with skills the nation will be strong and prosperous. In this connection here is an **excerpt** from the poem, **A Nation's Strength** by **Ralph Waldo Emerson**, a notable American scholar and Writer says about human capital as

Not gold but only men can make
A people great and strong;
Men who for truth and honor's sake
Stand fast and suffer long.

Even Gurujada Appa Rao, a well known Telugu literary figure emphasized the need of Human capital. In his own words, "*desamante matti kaadoyi desamante manushuloyi*".

CONCLUSIONS

So let us give more importance to our interpersonal relations and make foundation for a strong nation with our skills.

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